

# Entry pathways into clinical support worker roles Information Pack

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# Introduction

Are you an administrator interested in moving into a clinical support worker role in the Trust?  
 There are 4 support worker roles available:

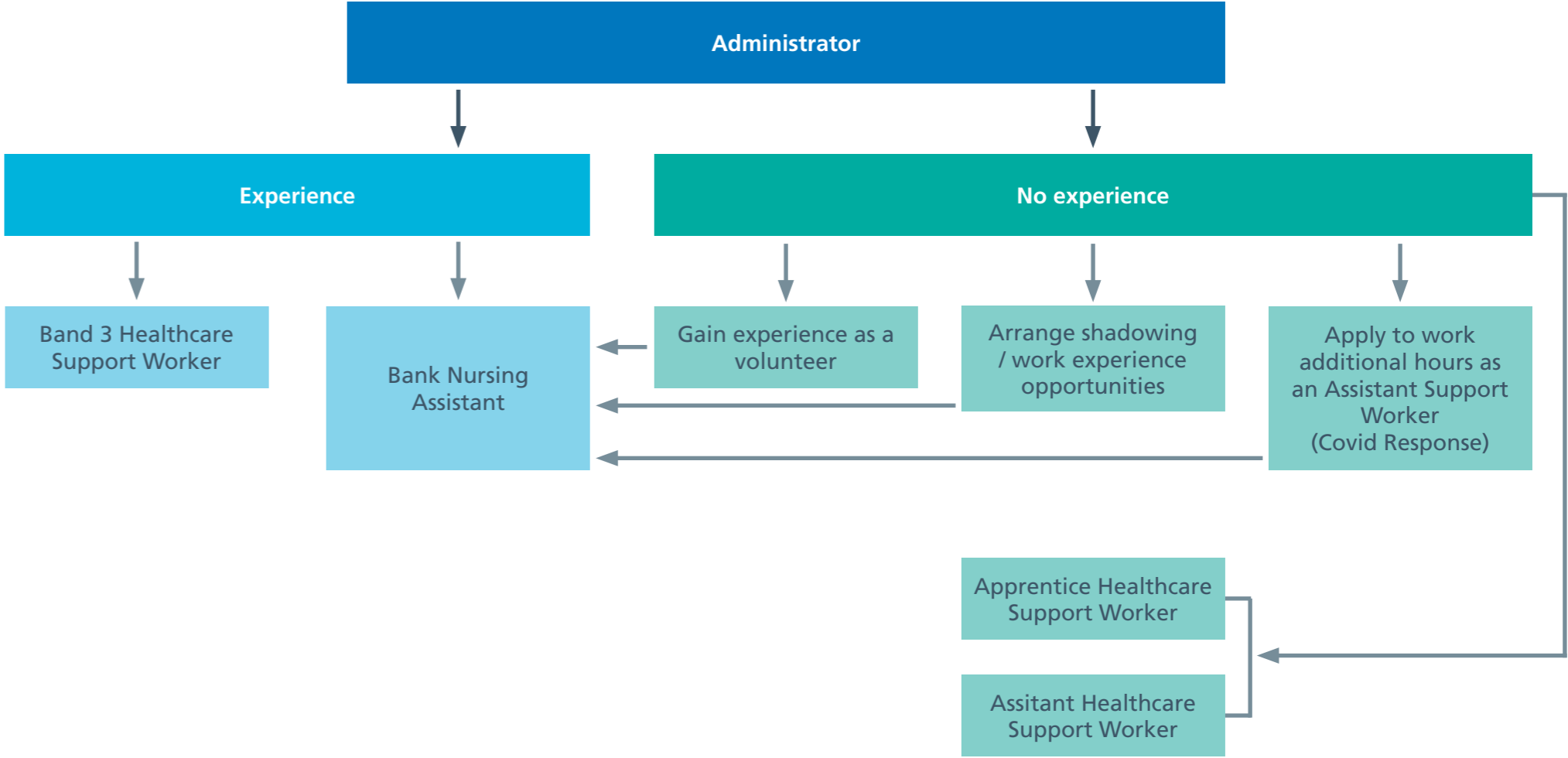
Assistant Healthcare Support Worker	Bank Healthcare Assistant	Apprentice Healthcare Support Worker	Healthcare Support Worker
Band 2 £18 546 (Subject to change in line with AFC)	Band 2 £18 546 (Subject to change in line with AFC)	Band 2 £18 546 (Subject to change in line with AFC)	Band 3 £20 330 (Subject to change in line with AFC)
No experience required	Experience required	No experience required	Experience required
No qualifications required		L2 Apprenticeship in Health and Social Care	





# Available pathways

The Flowchart below shows entry pathways into clinical support worker roles that are available in the Trust.



Assistant Support Worker Roles were created in response to the Pandemic and are temporary posts to support services to maintain staffing levels due to isolating staff and increased acuity of patients (with the exception of Red Kite View, the CAHMS service who have included this role in their substantive staffing model).

This role requires no prior qualifications or experience and provides an opportunity to gain direct mental health and learning disability care experience.

### **Volunteer work to gain Care Experience**

If you don't have any care experience (this could include your own, or family members experience of mental health and learning disabilities) you could apply to Volunteer in the Trust or another health and care organisation. LYPFT Voluntary Services [lmh-tr.volunteers.lypft@nhs.net](mailto:lmh-tr.volunteers.lypft@nhs.net).

Once you have gained Care Experience you could apply for a Bank Healthcare Assistant, Apprentice Health Care Support Worker Post or Band 3 HSW post

### **Apprentice Healthcare Support Worker – Band 2**

An apprentice post would enable you to be supported and trained into the HSW role over a 16- month period. You would be allocated a Buddy and Tutor and would complete a L2 Apprenticeship in Adult Social Care and certificates in Maths and English if you don't already hold a GCSE Level C or 5. This route requires a basic level of maths and English and this is assessed as part of the interview process.

All staff can access free maths and English support and lessons to enable them to meet the requirement for apprenticeship programmes

### **Healthcare Support Worker – Band 3**

If successful in your application for direct entry into a Band 3 HSW role, you would undertake the L2 qualification, again through an apprenticeship route as this is the minimum qualification level required for all new entrants to the Band 3 role in the Trust

### **Bank Healthcare Assistant – Band 2**

There is also the option to join the LYPFT Bank as a Support Worker. This will enable you to further your experience and awareness of different services within the Trust and put you in a strong position to be successful in applying for a permanent Band 3 post. Working on the bank gives you the flexibility of choosing when you work and there is no commitment to work a set number of hours per week.



# Chelsea's story and pathway

Chelsea joined the Trust in 2011 as an administrator. Following experience gain through caring responsibilities and volunteering for the Trust she was successful in obtaining a bank Nursing Assistant post in 2015.

2 years after securing a substantive HSW role in acute inpatient services Chelsea applied for the Nursing Associate Apprenticeship programme but was unfortunately unsuccessful as she didn't meet the English and Maths requirement.

She then went to Leeds City College and undertook her Maths and English Functional skills certificates and applied again to the Nursing Associate Apprenticeship.

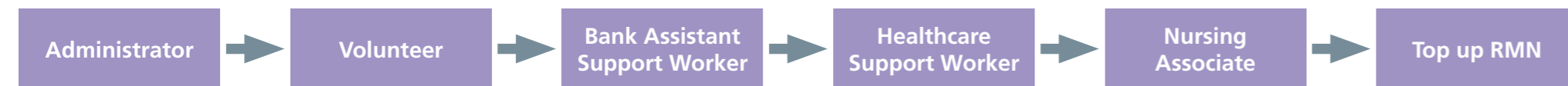
This time successful, she qualified as a Nursing Associate last summer.

In Sept 21 she started her current apprenticeship - the Top Up to BSc in Mental Health Nursing with Leeds Beckett University

Chelsea shared that the ability to earn a wage while studying was key to her success along with the confidence she gained initially in returning to education to study maths and English.

The apprenticeship route has really made a massive difference to my personal and professional life. My graduation in the summer with family was one of the best experiences I've ever had.

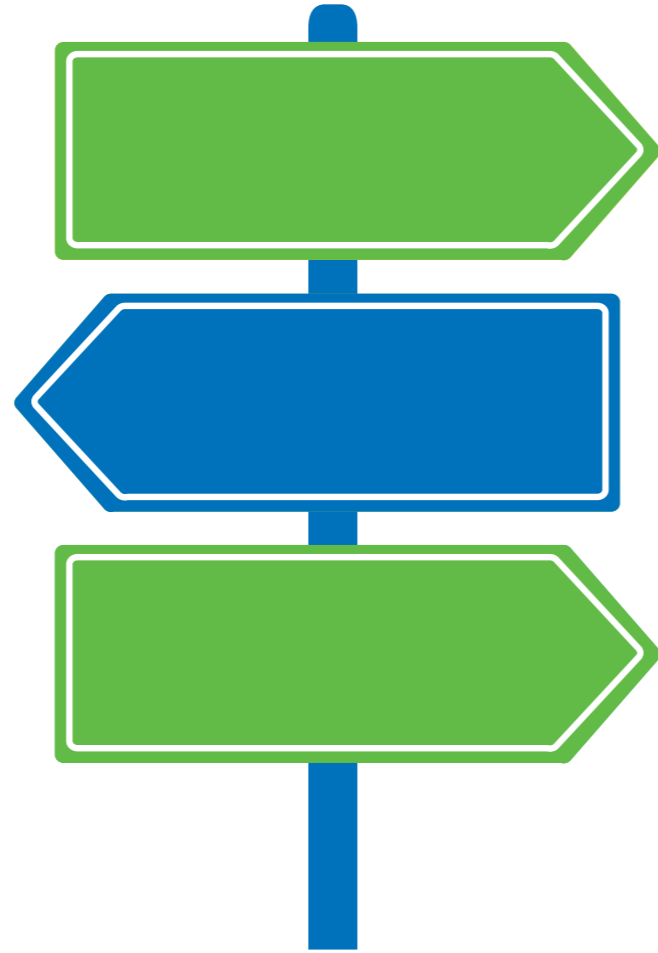
**Chelsea Drew**  
Nursing Associate, Ward 4, Becklin Centre



# Next steps

- Speak to your line manager to discuss your aspirations
- Read JDs and person specs for different posts highlighted above
- Sign up for job alerts on Trac and NHS Jobs
- Check I Learn for E-learning which may be of interest
- Organise activities to gain experience if required
- Request an English and Maths assessment if you don't hold GCSE certificates at Level C (or equivalent qualifications)
- Speak to clinical colleagues to gain their perspectives and advice

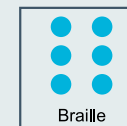
For further information, or if you have any questions, please contact the Apprenticeships and Widening Participation Team at: [learning.lypft@nhs.net](mailto:learning.lypft@nhs.net)



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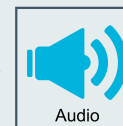
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